

St Louis Grammar School



Anti-Bullying Policy

2017/2018

Board of Governor responsible: Mr. J Stuart & Fr. P Delargy

ANTI-BULLYING POLICY

St Louis Grammar School strives to ensure that everyone can operate in a supportive, caring and safe environment without fear of being bullied. All members of our school community including governors, teaching and Non-Teaching staff, pupils and parents should have an understanding of what bullying is and be familiar with the School Policy on bullying. The aim of the policy is to help members of our school community to deal with bullying when it occurs and even more importantly prevent it. Bullying is an anti-social behaviour which affects everyone; it is unacceptable and it will not be tolerated. Everyone in our school community has a responsibility to report any incident of bullying that comes to their attention and the school authorities will always take these reports seriously. This policy is available on the school website and the shared staff area on the school network. It should be read in conjunction with the following policies:

- Child Protection and Safeguarding Policy
- Cyber Bullying Policy
- Discipline Policy

Definition of bullying

Bullying may be defined as any deliberate hurtful behaviour, usually but not exclusively repeated over a period of time, which intentionally hurts another pupil or group physically or emotionally. It is often difficult for those being bullied to defend themselves, and it is often motivated by prejudice. Examples of unacceptable bullying behaviour include:

- Physical (including sexual) abuse
- Verbal abuse: name calling, teasing or making offensive remarks
- Cyber-bullying, which is defined as the use of ICT by an individual or group in a way that is intended to upset others. Examples include using social websites, mobile phones, text messaging, 'sexting', photographs, video and email (please refer to the Cyber Bullying Policy)
- Indirect emotional tormenting by excluding from social groups or spreading malicious rumours.
- Complicity that falls short of direct participation by, for instance, manipulating a third party to tease or torment someone. It may be overt and intimidatory but is often hidden and subtle.

Bullying is among the highest concerns that parents have about their child's safety and well-being; it is also a primary concern of children and young people themselves. It is acknowledged that bullies many have complex reasons for their behaviour and may well need help. It should also be recognised that the consequences of being allowed to 'get away with it' can be detrimental to them as well as to their victims. All pupils deserve the opportunity to be helped to understand what acceptable behaviour is. Pupils are educated through assemblies and the wider curriculum to raise awareness with discussions of differences between people and the importance of avoiding prejudice.

Pupils who are being bullied may show changes in behaviour such as becoming shy and nervous, taking unusual absences or clinging to adults. Members of staff and all members of our school community must be alert to the signs of bullying and should act promptly and firmly against it, in accordance with the school policy.

Anti-Bullying Policy

1. In relation to school aim 1, the school is committed to establishing a caring school community, in which pupils can feel secure in an environment which is free from the threat of harm and intimidation, be it of a physical, verbal or emotional nature.
2. The school will seek to establish a climate in which, if bullying should arise, pupils feel able to seek help and receive support from everyone in the school.
3. In relation to school aim 3, it is recognised that since bullying is detrimental to the pursuit of individual excellence in academic and other contexts, it is the responsibility of every classroom teacher to be conscious of this danger.
4. In order to deliver these objectives, the school will continue to develop and utilise appropriate procedures and structures which will be communicated to staff.
5. The school recognises the important role that all Non-Teaching support staff plays in the establishment of a safe environment and will communicate the school policy to them.
6. Since most bullying occurs out of the sight of adults, the school will use established communication systems to make all supervisory staff aware of possible danger areas and situations in which bullying might occur.
7. In accordance with school aim 5, the school will involve parents by informing them and actively encourage liaison and consultation should bullying incidents arise.
8. A programme of lessons aimed at informing pupils about bullying and providing essential guidance for potential victims will form part of the pastoral curriculum.

Procedures for Dealing with Bullying

1. Pupils are informed in LLW lessons/school assemblies/yearly Induction about the school policy on bullying. It is made clear that bullying behaviour is unacceptable. These messages are reinforced by Form Teachers and Heads of Year at Assembly. Pupils who feel that they are being bullied are encouraged to confide in an adult. This may be a parent, Form Teacher, Class Teacher or school counsellor.

2. If a member of staff becomes aware of a bullying problem, they should inform the appropriate Year Head. A decision can then be taken jointly on how best to proceed.
3. The pupils concerned are interviewed individually in a confidential environment. Every attempt is made to establish the veracity of the situation. Support and guidance is provided to all parties involved.
4. The perpetrator(s) of the bullying are given a verbal warning and this is recorded. Where groups are concerned they may be spoken to collectively. Where it is deemed appropriate parents are informed.
5. A disciplinary response will normally be applied should a re-offence occur, or if the initial incident is considered sufficiently grave. This judgment is a matter for the Principal.
6. The situation is carefully monitored to ensure that there is no attempt to intimidate or take reprisal against the victim. Liaison with teachers and parents may be involved.
7. All incidents of bullying will be recorded on the school system and records kept for future review in line with proposed Education Authority directives.

Review/Scrutiny

The Head of Pastoral Care will meet the Heads of Year regularly to review any incidents of bullying and to access and respond to any emerging patterns or trends.

Lessons learned from incidents will be fed back to all Heads of Year and Form Teachers. There is a regular review of the school's Anti-Bullying Policy and the responses to any incident of bullying with an assessment of the effectiveness of any actions being taken.

Opportunities will be sought to allow parents to contribute to the school's actions to prevent bullying with pupil surveys used to facilitate an understanding of the level and type of bullying that pupils might have experienced.